

U.S. Navy Veteran, Bilingual Spanish.

**Areas of Knowledge & Skills:**

- Management/Supervision
- Finance
- Project Management
- Emergency Management
- Business Profit and Loss
- ADP Payroll & Scheduling
- Business Relationships
- Regulatory Compliance
- Operational Costs

**Master's degree in public administration/finance 2015**

**Course Work:**

Human Resource Management, Policy Analysis, Budgeting and Finance, Organization Behavior, Public Affairs, Public Service Research, Community Conflict Resolution, Program Evaluation, Management of Urban Government, Diversity Ethics, Public Management, Women/Politics/Public Policy, Public Affairs Capstone: Full Analysis of Local City Budget and Recommendations, Analysis of current foreign Policy issue and Recommendations.

**Bachelor's degree in administration of justice**

**Bachelor's degree in political science**

**Awards and Acknowledgments:**

Licensed for Mortgage Lending NMLS, Florida, current  
Municipal Operation Leadership Certificate  
Arizona State Maricopa County Leadership & Education Advancing Public Service Program  
Toastmasters Speechcraft Workshop School of public Affairs  
Correctional Sergeant Supervisor of the month #1  
Correctional Sergeant Supervisor of the month #2  
Staff Development and Training Sergeant Leadership Academy  
Secretary of Defense, Patriotic Employer Award

**Professional Experience:**

**City Manager, SCIS Air Security Corporation, Tampa, Florida, current**

In this role I enjoy leading the team while ensuring public safety compliance. As part of managing the business, of the many daily tasks I perform, my job is to ensure financial solvency by maintaining operational budget costs such as labor and monthly supplies. I communicate daily with my team and onsite business partners. I also conduct daily vendor billing for services, this is done by gathering and reviewing all daily/monthly reports to ensure accuracy for audit compliance.

- Ensure compliance with Department of Homeland Security DHS and FAA Federal Aviation Administration Airline Safety Protocol, SSI Sensitive Security Information. Our team conducts daily searches of airline food carts ensuring they are free of weapons, contraband, and explosives.
- Cultivate strong relationships with airline customers and collaborate effectively with operation team members one on one and in groups.
- Provide motivated leadership, performance counseling to enhance quality, productivity, and efficiency of operations.

- Manage operations: human resources tasks, recruitment, hiring, disciplinary, training, E Verify, ICE Immigration Customs Enforcement requirements for federal background checks, drug screening. Manage payroll and time keeping ADP.
- Conduct investigations and report all findings in writing for policy and procedure violations, allegations of misconduct and discrimination. Take appropriate administrative action and termination if warranted.

#### **President CEO, Small Business Owner, 2000-2022, Phoenix, Arizona**

This was a small real estate investment company we owned for many years. We purchased single family homes for rehabilitation, sales and rental. Over the years we had lots of fun purchasing and remodeling several properties and managed several rental properties. I have knowledge and experience in how cities and governments fund infrastructure projects and operations.

- Skilled in land development, home remodeling, and property management
- Conducted due diligence in land and property purchasing working with realtors, subcontractors, property inspectors, property appraisers, title companies, city and county inspectors, and banks- lending officers.
- Conducted research for land use, zoning, mixed use, code compliance, easements.
- Worked with city and county representatives in the process of obtaining permits for remodeling and building process, soil testing for septic percolation, building design engineering requirements, Impact fees and other fees associated with the process.
- Project Management: funding timelines and requirements, contractor agreements and revisions change orders, project budgeting and financial analysis, underwriting the project prior to purchase to ensure DSCR, gross and net proceeds.
- Accomplishments: In our most recent personal project we bought our own land to develop and build our own home. I consider myself a DIY person. I grew up on farm in Arizona and can operate heavy machinery, basic home framing, small cement projects, land excavating for build site and installing drainage culvert using tractors and skid steers. I have installed my own electrical, plumbing, built my own outside decks using universal building code compliance.

#### **Lending Advisor, JP Morgan Chase Bank, 2016-2020, Phoenix, Arizona**

In this role I enjoyed working alongside team members to accomplish our daily workload. We met as a team almost daily to discuss strategy, customer service, and process improvements. There is great satisfaction in working with a diverse population from around the United States from California to New York, Chicago, Florida and many other states to help them buy homes, improve their financial condition to elevate their overall situation. Having great conversations about their daily lives and feeling great about my role.

- Worked in a high-volume call center answering incoming calls and making many outbound calls to current customers and potential clients. Collaborating with internal and external partners/vendors to assist clients with residential mortgage and home equity loan applications secured by real estate assets
- Conducted extensive and thorough review and analysis of personal financial documents; tax returns, credit reports, bank statements and personal statements to determine loan eligibility, debt to income ratios, overall credit worthiness and risk.
- Skilled in managing loan pipelines of 60-85 loans per month, staying in constant communication with diverse applicant pool living in all parts of the United States via phones calls, emails, and written form.
- Skilled in conducting initial underwriting of loan applications by reading and applying lending guidelines, reviewing property appraisal reports and reviewing comparable properties, and applying federal lending rules and regulations.

- I have knowledge of rules and regulations governing consumer lending such as: TRID TILA Respa Integrated Disclosures, CFPB Consumer Financial Protection Bureau, FCRA Fair Credit Reporting Act, TILA Truth In Lending Act, ECOA Equal Credit Opportunity Act, RESPA Real Estate Settlement Procedures Act.
- I have knowledge of how commercial loans are underwritten: LTV Loan to value, DSCR debt service coverage ratio, credit worthiness and risk profile.

### **Operations Sergeant, Arizona Department of Rehabilitation, 1999-2014, Phoenix, Arizona**

In this role I served as part of a team on rotating shifts managing and supervising over 60 Correctional Officers, Vendors, and inmate work crews. Also managing the physical plant, perimeter fences, gates, doors, video closed circuit systems, computer operated central control centers. Completed Sergeant Leadership academy.

- Implemented and enforced procedures for inmate booking care, detention, release, and transportation to interior and exterior facilities.
- Employee training, development, regulatory compliance and audits.
- Conducted investigations, interviews for allegations of discrimination, policy violations, physical assaults, illegal drugs, and requests for protective segregation. Reporting findings and taking administrative actions as required.
- Trained in emergency response protocol OPAL- Operations, Planning, Administration, and Logistics to manage inmate population riots and disturbances.
- Gathered, reviewed, and analyzed information to report findings and make policy recommendations to command staff and executive leadership.
- Maintaining productive communication with the inmate population to help with major incidents, safety, and daily management.
- I held daily briefings with my staff to discuss current pressing staff and inmate population issues and to give daily officer post assignments.
- As a leader I met frequently with my staff to discuss performance issues, give supportive guidance, and administrative actions for policy violations.
- During my tenure there were no staff assaults or injuries.
- Received Sergeant Leadership award 2 times in a year.

#### **Personal Interests and hobbies**

Travel, music, photography, hiking, reading, auto repair and home DIY projects.

### **Additional Work Experience**

#### **Vice President/Chief of Staff, Law Enforcement Labor Union, Phoenix, AZ 2008-2011**

Our Union Represented 4,500 state-wide employee members in all state prison complexes that served in various positions and officer ranks. Spearheaded operation improvements through collaboration with elected officials, department executive staff, rank and file staff, and other government agencies and industry partners, stakeholders. We oversaw and resolved employee relation issues. Provided verbal and written guidance and interpretation on workplace policies, state and federal regulations. Processed disciplinary grievances, monitored disciplinary appeals, researched policy, labor information, and attended administrative hearings.

- Worked with department Human Resources staff to ensure strict adherence to operations policies and procedures for due process, staff safety, and public security.
- Strategic policy development to improve workplace operations and process.
- Managed \$1.6 million operations budget, made monthly vendor pay disbursements per contract agreements.
- Weekly and monthly team meetings with all field union representatives discussing long and short-term strategy, finance, current legal cases.
- Developed and implemented a media campaign to educate our union staff and the public on prison privatization and public private partnerships.
- Negotiated employee work related accommodations and return to work arrangements in keeping with state and federal labor requirements.
- Researched, recommended policy positions and administrative actions.
- Represented several members of our union at the state labor board for administrative disciplinary appeals and employee disciplinary due process violations.
- I personally met with the local complex warden to discuss ongoing member issues regarding due process compliance and disciplinary appeals. As a group we met and conferred monthly with the prison department executive director to discuss on going due process issues, proposed joint legislation, and budgetary issues affecting officer compensation.

### **Management Training, City of Casa Grande, AZ 2014-2015**

Completed an intensive 6-week Leadership Program in all city departments (Administrative, Parks/Recreation, Planning/Development, Human Resources and Police Department.

- Analyzed the community housing program, operating budget, salary, grants and sustainability.
- Prepared and analyzed budgets.
- **Maricopa County Department of Air Quality**
- Participated in recruiting, resume review and interview panels for department positions
- Participated in the Super Bowl Committee to discuss emergency response protocols.
- Attended legislative sessions.
- Participated in stakeholder meetings on air quality issues.

### **Reservist, United States Navy, San Diego, CA 1992-2002**

After Basic training I served in 4 different Roles. Our units met and trained 1 weekend per month locally and in San Diego California. We were deployed overseas 1-2 times per year for several weeks at a time to conduct military training with our foreign allies.


ACB-1 Amphibious Construction Battalion: Deployed to Australia and South Korea for Joint Exercises with our counterparts in the Australian and Korean Navy. Our Primary mission is to provide ship to shore transport of combat cargo, bulk fuel and water, and tactical camp operations supporting Amphibious Ready Group, Marine Expeditionary Force, Brigade sized operations, Combined/Joint Logistics Over the Shore C/JOLTS, and Maritime Prepositioning Force MPF Operations. Conducting boat and pontoon section training exercises for supply replenishment from large freight container ships to land to support and protect allied nations.

NCTMS Naval Computer and Telecommunications Area Master Station for the Pacific Region. Our mission operates and defends computer and telecommunications systems to provide information superiority for joint and maritime forces. NCTAMS combines computer and communications technologies to ensure warfighters have the right information at the right time. Our Unit had several deployments to Hawaii where we trained in the Navy Pacific Fleet Communications Center receiving, analyzing and dispersing mission data, radio and computer traffic.

Language Liaison: Deployed to the country of Panama where I was the sole US service member assigned to a Panamanian Navy patrol ship. For several weeks I worked hands on daily boat operations with 15 Panamanian Navy Spanish speaking crew. I was part of a multi-nation Illegal drug and immigration interdiction task force. With my Panama partners, we patrolled the Gulf of Panama finding drug boats and ships conducting missions and inspections for illegal smuggling. Part of my role was to go on armed jungle patrols in the Country of Colombia where we discovered clandestine airplane landing strips. I also conducted immigration interviews to determine country of origin and claims of harm for political asylum.

Unit Physical Readiness: I was tasked with managing member travel credit card usage as well as overall physical fitness readiness before all mission deployments. I reviewed and analyzed credit card statements to determine compliance with Navy department spending rules and regulations during deployment and training events.



Joe Rodriguez  


September 4, 2024

New Mexico Public Regulation Commission Nominating Committee  
Santa Fe, New Mexico

Dear Members of the Nominating Committee,

I am excited to apply for the position of Commissioner for the New Mexico Public Regulation Commission. With a robust background in public administration, regulatory compliance, finance, and military service, I bring a unique blend of skills and experiences that align perfectly with the Commission's mission. Public service is at the root of who I am as a person. As public servants, we are entrusted to make the best and fairest decisions for the community, adapting to the evolving challenges that face our society.

Throughout my career, I have developed a strong reputation for integrity, adaptability, and results-driven leadership. In my current role as City Manager at SCIS Air Security Corporation, I have overseen complex operations that ensure compliance with Homeland Security and FAA regulations, while fostering a culture of safety, accountability, and excellence. My leadership has consistently driven improvements in operational efficiency and compliance, which are key priorities for the NMPRC in regulating utilities and telecommunications.

As a former small business owner and CEO, I managed diverse projects, including property management and development, with budgets exceeding \$10 million. This experience taught me the importance of meticulous financial oversight and stakeholder engagement—skills that are essential for setting fair utility rates and fostering a reliable service environment.

Beyond my professional experience, I am deeply committed to public service. As Vice President and Chief of Staff for the Arizona Law Enforcement Union, I led significant policy reforms and managed a \$1.6 million operations budget, advocating for employee rights and enhancing operational standards across state prison complexes. These roles have instilled in me a nuanced understanding of public policy and the regulatory landscape—precisely the expertise needed to navigate the complexities of the NMPRC's mandate.

Our environment is changing, and we must change with it. Global warming is real, and the actions we take as a society have a profound impact on our environment. I believe the NMPRC plays a vital role in shaping policies that not only ensure fairness and reliability but also promote sustainability and responsibility in the face of climate change. I am eager to bring my experience, dedication, and forward-thinking perspective to the Commission,

helping to drive impactful policies that reflect both the current needs and future aspirations of New Mexico's communities.

Thank you for considering my application. I would be honored to contribute to the NMPRC's mission, using my skills to create equitable, innovative, and sustainable regulatory practices. I look forward to the possibility of discussing my candidacy further.

Sincerely,  
Joe Rodriguez